

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

Salvatore Ziccarelli,)
)
Plaintiff)
) No. 17-cv-3179
-vs-)
) (*Judge Tharp*)
Sheriff of Cook County,)
)
Defendant.)

**EXHIBITS TO PLAINTIFF'S RESPONSE TO
DEFENDANT'S POST-TRIAL MOTION**

	Ex
Collective Bargaining Agreement, 12/1/2012 to 11/30/2017 (excerpt).....	2
Collective Bargaining Agreement, 12/1/2017 to 11/30/2020	5
Collective Bargaining Agreement, 12/1/2020 to 11/30/2024	7

/s/ Kenneth N. Flaxman
Kenneth N. Flaxman
ARDC No. 830399
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attorneys for plaintiff

Exhibit 2

COLLECTIVE BARGAINING AGREEMENT

between

**International Brotherhood of Teamsters,
Local Union No. 700**

and

**The County of Cook/Cook County Sheriff,
As Joint Employers**

December 1, 2012 to November 30, 2017

APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS

OCT 07 2015

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EFFECTIVE DECEMBER 1, 2016

SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

<u>GO</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	AFTER 1	AFTER 1	AFTER 1	AFTER 1	AFTER 1
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	YR AT MAXIMUM RATE & 5 YRS SERVC	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	YR AT 4TH LONGEVITY RATE & 25 YRS SERVC
							<u>6TH</u>	<u>7TH</u>	<u>8TH</u>	<u>9TH</u>	<u>10TH</u>
							<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>
CO1	Hourly	24.985	26.139	27.449	28.800	30.149	31.355	32.605	33.906	35.255	36.666
	Bi-Weekly	1,998.80	2,091.12	2,195.92	2,304.00	2,411.92	2,508.40	2,608.40	2,712.48	2,820.40	2,933.28
	Annual	51,969	54,369	57,094	59,904	62,710	65,218	67,818	70,524	73,330	76,265

EFFECTIVE DECEMBER 1, 2016

SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	AFTER 1	AFTER 1	AFTER 1	AFTER 1	AFTER 1
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	YR AT MAXIMUM RATE & 5 YRS SERVC	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	YR AT 4TH LONGEVITY RATE & 25 YRS SERVC
							<u>6TH</u>	<u>7TH</u>	<u>8TH</u>	<u>9TH</u>	<u>10TH</u>
							<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>
CO1	Hourly	25.547	26.727	28.067	29.448	30.827	32.060	33.339	34.669	36.048	37.491
	Bi-Weekly	2,043.76	2,138.16	2,245.36	2,355.84	2,466.16	2,564.80	2,667.12	2,773.52	2,883.84	2,999.28
	Annual	53,138	55,592	58,379	61,252	64,120	66,685	69,345	72,112	74,980	77,981

EFFECTIVE JUNE 1, 2017

SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	AFTER 1	AFTER 1	AFTER 1	AFTER 1	AFTER 1
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	YR AT MAXIMUM RATE & 5 YRS SERVC	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	YR AT 4TH LONGEVITY RATE & 25 YRS SERVC
							<u>6TH</u>	<u>7TH</u>	<u>8TH</u>	<u>9TH</u>	<u>10TH</u>
							<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>
CO1	Hourly	26.058	27.262	28.628	30.037	31.444	32.701	34.006	35.362	36.769	38.241
	Bi-Weekly	2,084.64	2,180.96	2,290.24	2,402.96	2,515.52	2,616.08	2,720.48	2,828.96	2,941.52	3,059.28
	Annual	54,201	56,706	59,546	62,477	65,404	68,018	70,732	73,553	76,480	79,541

Exhibit 5

COLLECTIVE BARGAINING AGREEMENT

between

International Brotherhood of Teamsters,
Local Union No. 700

and

The County of Cook/Cook County Sheriff,
As Joint Employers

December 1, 2017 to November 30, 2020

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

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Exhibit 7

COLLECTIVE BARGAINING AGREEMENT

between

International Brotherhood of Teamsters,
Local Union No. 700

and

The County of Cook/Cook County Sheriff,
As Joint Employers

December 1, 2020 to November 30, 2024

**APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS**

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SCHEDULE 39

BUREAU OF HUMAN RESOURCES

TEAMSTERS 700

DEPARTMENT OF CORRECTIONS

After 2
Years At
5th StepAfter 1 Year
at 1st
Longevity
Rate & 10
Years
ServiceAfter 1 Year
at 2nd
Longevity
Rate & 15
Years
ServiceAfter 1 Year
at 3rd
Longevity
Rate & 20
Years
ServiceAfter 1 Year
at 4th
Longevity
Rate & 25
Years
Service

Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
17	Hourly	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.815	39.704	41.689
	Bi-Weekly	2,237.39	2,332.70	2,431.52	2,534.99	2,642.62	2,755.06	2,872.08	2,951.15	3,025.24	3,176.28	3,335.09
	Annual	58,172	60,649	63,219	65,909	68,707	71,632	74,673	76,730	78,655	82,583	86,712
18	Hourly	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.506	42.533	44.660
	Bi-Weekly	2,396.67	2,498.43	2,604.67	2,715.24	2,830.70	2,951.15	3,076.40	3,161.02	3,240.50	3,402.64	3,572.77
	Annual	62,313	64,959	67,721	70,596	73,598	76,730	79,986	82,187	84,252	88,468	92,891

SCHEDULE 39
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
DEPARTMENT OF CORRECTIONS

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								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service
Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
17	Hourly	29.097	30.336	31.621	32.967	34.366	35.829	37.350	38.379	39.342	41.307	43.372
	Bi-Weekly	2,327.73	2,426.88	2,529.69	2,637.34	2,749.31	2,866.30	2,988.04	3,070.30	3,147.38	3,304.52	3,469.75
	Annual	60,520	63,098	65,771	68,570	71,481	74,524	77,688	79,827	81,831	85,918	90,213
18	Hourly	31.168	32.491	33.873	35.311	36.812	38.379	40.008	41.108	42.142	44.250	46.463
	Bi-Weekly	2,493.44	2,599.30	2,709.84	2,824.87	2,944.99	3,070.30	3,200.61	3,288.65	3,371.33	3,540.02	3,717.03
	Annual	64,829	67,581	70,455	73,447	76,570	79,827	83,216	85,505	87,654	92,040	96,642

SCHEDULE 39
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
DEPARTMENT OF CORRECTIONS

										After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service
									After 2 Years At 5th Step				
Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
17	Hourly	29.824	31.094	32.412	33.791	35.226	36.724	38.284	39.338	40.326	42.339	44.456	
	Bi-Weekly	2,385.92	2,487.55	2,592.93	2,703.27	2,818.04	2,937.95	3,062.74	3,147.06	3,226.07	3,387.14	3,556.49	
	Annual	62,033	64,675	67,415	70,285	73,268	76,387	79,630	81,823	83,877	88,066	92,469	
18	Hourly	31.947	33.304	34.720	36.194	37.733	39.338	41.008	42.136	43.195	45.357	47.624	
	Bi-Weekly	2,555.78	2,664.29	2,777.58	2,895.49	3,018.62	3,147.06	3,280.63	3,370.86	3,455.62	3,628.52	3,809.95	
	Annual	66,449	69,271	72,216	75,283	78,484	81,823	85,296	87,642	89,845	94,341	99,058	